



Spirituality in Management from Islamic Perspectives

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Spirituality in Management from Islamic Perspectives

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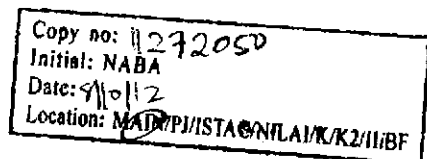
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CHAPTER 3

Workplace Spirituality and Human Capital Development from Islamic Perspective

AAhad M. Osman-Gani, Junaidah Hashim and Zaireena Wan Nasir

Abstract

At the backdrop of many corporate scandals and ethical violations in today's corporate business environment, managers and policy makers are looking for new ways of managing and developing people with appropriate interventions. Research shows that employees are also looking for soul enriching fulfilment at work by exploring new meanings of working in organizations. In this regard, workplace spirituality is getting increasing attentions from employers and the employees. But, not much empirical research was done to study the effects and implications of spirituality on relevant variables of interests. Particularly, no study was found that investigated spirituality at workplace from Islamic perspectives. Moreover, the effects of HCD/HRD interventions that could help in enhancing the degree of employee spirituality was not studied. This chapter proposes a conceptual model showing the relationships and effects of several variables on spirituality by reviewing the existing literature of spirituality and other relevant areas. The chapter also highlights the implications of the proposed model for future research and for professional practice.

Introduction

Organisations continually search for methods to improve work environments and workplace relationships. Both academic scholars and employers have recognised that employees are now looking for soul enriching fulfilment at work, and in some cases employers also